

**City of San Jose
and
San Jose Police Officers' Association**

**Tentative Agreement on Wages and Term
December 7, 2011**

The following represents the Parties' agreement to settle the terms of the interest arbitration provided for in Section 5.1 of the June 3, 2011, Tentative Agreement between the parties.

1. **Wages.** Effective June 26, 2011, all salary ranges for employees represented by the POA were decreased by approximately 10%. This resulted in the top and bottom of the range of all classifications represented by the POA being 10% lower. The parties agree that the 10% wage reduction shall remain the "status quo" unless and until it is modified through mutual agreement or through the decision of an arbitrator pursuant to Section 1111 of the San Jose City Charter.
2. **Term.** The term of the POA MOA will be two years and shall expire on June 30, 2013.
3. **Interest Arbitration.**
 - a. The parties agree that the issues of any successor agreement should be resolved prior to the expiration of the MOA (June 30, 2013). To that end, the parties agree
 - i. The parties will begin negotiations no later than January 1, 2013.
 - ii. In the event that no agreement has been reached prior to April 30, 2013, the parties shall begin interest arbitration under Section 1111 no later than May 1, 2013, and the arbitrator shall issue a decision no later than May 31, 2013.
 - iii. The parties shall preselect the arbitrator, who shall certify his or her ability to meet the timelines indicated above, and shall complete or waive mediation before April 30.
 - b. If the City Council exercises its prerogative to place a ballot measure eliminating interest arbitration on the ballot, the parties shall immediately begin negotiations. Interest arbitration shall be scheduled to begin no later than thirty (30) days prior to the effective date of the ballot measure and the arbitration award shall issue before the measure's effective date.
4. **Limitations.** This tentative agreement is intended to apply only to the specific terms in this agreement and shall not affect any other terms of the MOA or its side letters, including agreements to reopen on specific topics.

This agreement is still considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreement of the parties reached during these negotiations. Anything not included in this document is not part of the Tentative Agreement.

For the City:



December 7, 2011

For the Association:



December 7, 2011